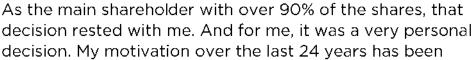
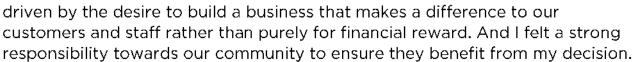


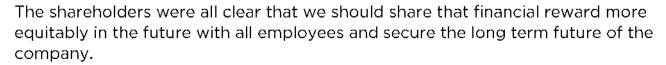
JEREMY WALFORD'S PERSONAL EO STATEMENT

"I spent over 20 years redeveloping Middleton Hall from a struggling nursing home into one of the leading retirement villages in the UK.

Once we passed the period of major development and risk, we steadily reduced the level of debt and in 2018 Middleton Hall was in a period of steady sustainable profits. This would normally mean that shareholders take a decision to either be paid higher dividends or sell out to a larger company.







Our Co-owners (employees) who are committed to our vision and values are the most likely to maintain the ethos and spirit of Middleton Hall in the long term.

Employee owned organisations that I have visited have demonstrated significant improvements to customer service, employee satisfaction, efficiency and recruitment since becoming employee owned.

So, the decision was easy. Moving to an Employee Ownership Trust should sustain Middleton Hall for the long term, ensure continued re-investment, high Co-owner engagement and customer focus. That seems more important than the personal wealth from selling the company to a third party."

For more information and benefits on Employee Ownership please go to http://employeeownership.co.uk/what-is-employee-ownership/

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